

2021 VA All Employee Survey Responses for Items from the OPM Federal Employee Viewpoint Survey

Survey Item=I feel encouraged to come up with new and better ways of doing things

| | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree | Missing or Do not Know |
|--------|--------------------------|-----------------|----------------|--------------|-----------------------|-------------------------------|
| All VA | 7% | 10% | 16% | 33% | 33% | 1% |
| NCA | 6% | 7% | 14% | 31% | 40% | 1% |
| VACO | 5% | 7% | 14% | 31% | 42% | 1% |
| VBA | 7% | 12% | 21% | 32% | 27% | 1% |
| VHA | 7% | 10% | 16% | 33% | 33% | 1% |

Survey Item=My work gives me a feeling of personal accomplishment

| | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree | Missing or Do not Know |
|--------|--------------------------|-----------------|----------------|--------------|-----------------------|-------------------------------|
| All VA | 5% | 6% | 13% | 35% | 40% | 1% |
| NCA | 4% | 4% | 10% | 29% | 52% | 1% |
| VACO | 4% | 5% | 12% | 34% | 44% | 1% |
| VBA | 5% | 6% | 15% | 34% | 39% | 1% |
| VHA | 5% | 6% | 13% | 35% | 40% | 1% |

Survey Item=I know what is expected of me on the job

| | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree | Missing or Do not Know |
|--------|--------------------------|-----------------|----------------|--------------|-----------------------|-------------------------------|
| All VA | 3% | 3% | 9% | 38% | 45% | 1% |
| NCA | 3% | 2% | 8% | 32% | 52% | 2% |
| VACO | 3% | 4% | 8% | 36% | 49% | 1% |
| VBA | 3% | 4% | 9% | 39% | 44% | 1% |
| VHA | 3% | 3% | 9% | 38% | 45% | 1% |

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Survey Item=My talents are used well in the workplace

| | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree | Missing or Do not Know |
|--------|-------------------|----------|---------|-------|----------------|------------------------|
| All VA | 7% | 9% | 16% | 35% | 31% | 2% |
| NCA | 7% | 9% | 15% | 32% | 37% | 1% |
| VACO | 6% | 8% | 14% | 35% | 35% | 1% |
| VBA | 8% | 10% | 21% | 34% | 25% | 2% |
| VHA | 7% | 9% | 16% | 35% | 31% | 2% |

Survey Item=I know how my work relates to the agency's goals

| | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree | Missing or Do not Know |
|--------|-------------------|----------|---------|-------|----------------|------------------------|
| All VA | 2% | 2% | 9% | 42% | 44% | 1% |
| NCA | 2% | 2% | 7% | 34% | 54% | 1% |
| VACO | 2% | 2% | 6% | 36% | 53% | 1% |
| VBA | 2% | 2% | 8% | 41% | 47% | 1% |
| VHA | 2% | 2% | 9% | 42% | 43% | 1% |

Survey Item=I can disclose a suspected violation of any law, rule, or regulation without fear of reprisal

| | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree | Missing or Do not Know |
|--------|-------------------|----------|---------|-------|----------------|------------------------|
| All VA | 6% | 7% | 14% | 34% | 35% | 3% |
| NCA | 6% | 7% | 13% | 30% | 42% | 2% |
| VACO | 4% | 4% | 12% | 30% | 45% | 4% |
| VBA | 4% | 6% | 15% | 34% | 36% | 5% |
| VHA | 6% | 7% | 14% | 35% | 35% | 3% |

2021 VA All Employee Survey Responses for Items from the OPM Federal Employee Viewpoint Survey

Survey Item=The people I work with cooperate to get the job done

| | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree | Missing or Do not Know |
|--------|--------------------------|-----------------|----------------|--------------|-----------------------|-------------------------------|
| All VA | 4% | 6% | 13% | 37% | 39% | 1% |
| NCA | 3% | 5% | 14% | 35% | 41% | 1% |
| VACO | 2% | 4% | 9% | 34% | 49% | 1% |
| VBA | 2% | 4% | 12% | 40% | 41% | 1% |
| VHA | 4% | 6% | 14% | 37% | 38% | 1% |

Survey Item=My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals

| | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree | Missing or Do not Know |
|--------|--------------------------|-----------------|----------------|--------------|-----------------------|-------------------------------|
| All VA | 3% | 4% | 13% | 41% | 37% | 2% |
| NCA | 2% | 3% | 14% | 39% | 42% | 1% |
| VACO | 2% | 4% | 10% | 38% | 45% | 2% |
| VBA | 3% | 5% | 13% | 42% | 36% | 2% |
| VHA | 3% | 4% | 13% | 41% | 37% | 2% |

Survey Item=I believe the results of this survey will be used to make my agency a better place to work

| | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree | Missing or Do not Know |
|--------|--------------------------|-----------------|----------------|--------------|-----------------------|-------------------------------|
| All VA | 10% | 11% | 23% | 29% | 23% | 4% |
| NCA | 10% | 11% | 20% | 28% | 29% | 3% |
| VACO | 8% | 9% | 22% | 30% | 25% | 5% |
| VBA | 10% | 10% | 23% | 29% | 22% | 5% |
| VHA | 10% | 11% | 23% | 29% | 23% | 4% |

2021 VA All Employee Survey Responses for Items from the OPM Federal Employee Viewpoint Survey

Survey Item=Supervisors in my work unit support employee development

| | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree | Missing or Do not Know |
|--------|-------------------|----------|---------|-------|----------------|------------------------|
| All VA | 5% | 5% | 14% | 30% | 43% | 2% |
| NCA | 5% | 5% | 13% | 30% | 45% | 1% |
| VACO | 3% | 4% | 10% | 29% | 53% | 2% |
| VBA | 4% | 4% | 14% | 32% | 44% | 3% |
| VHA | 6% | 6% | 14% | 30% | 43% | 2% |

Survey Item=My supervisor listens to what I have to say

| | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree | Missing or Do not Know |
|--------|-------------------|----------|---------|-------|----------------|------------------------|
| All VA | 5% | 5% | 11% | 29% | 48% | 2% |
| NCA | 5% | 4% | 11% | 30% | 48% | 1% |
| VACO | 3% | 3% | 9% | 27% | 57% | 1% |
| VBA | 3% | 3% | 9% | 30% | 53% | 1% |
| VHA | 6% | 5% | 11% | 29% | 48% | 2% |

Survey Item=My supervisor treats me with respect

| | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree | Missing or Do not Know |
|--------|-------------------|----------|---------|-------|----------------|------------------------|
| All VA | 4% | 3% | 9% | 28% | 54% | 2% |
| NCA | 4% | 3% | 10% | 29% | 53% | 2% |
| VACO | 3% | 2% | 7% | 24% | 62% | 2% |
| VBA | 2% | 2% | 7% | 27% | 60% | 2% |
| VHA | 4% | 3% | 9% | 28% | 53% | 2% |

2021 VA All Employee Survey Responses for Items from the OPM Federal Employee Viewpoint Survey

Survey Item=I have trust and confidence in my supervisor

| | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree | Missing or Do not Know |
|--------|-------------------|----------|---------|-------|----------------|------------------------|
| All VA | 6% | 5% | 13% | 28% | 47% | 1% |
| NCA | 5% | 6% | 13% | 28% | 48% | 1% |
| VACO | 4% | 4% | 9% | 27% | 55% | 1% |
| VBA | 3% | 4% | 11% | 29% | 51% | 1% |
| VHA | 6% | 6% | 13% | 28% | 46% | 1% |

Survey Item=Overall, how good a job do you feel is being done by your immediate supervisor?

| | Very Poor | Poor | Fair | Good | Very Good | Missing or Do not Know |
|--------|-----------|------|------|------|-----------|------------------------|
| All VA | 4% | 4% | 11% | 22% | 56% | 3% |
| NCA | 4% | 4% | 12% | 23% | 55% | 2% |
| VACO | 3% | 3% | 8% | 20% | 64% | 2% |
| VBA | 2% | 3% | 9% | 21% | 64% | 2% |
| VHA | 5% | 5% | 11% | 22% | 55% | 3% |

Survey Item=In my organization, senior leaders generate high levels of motivation and commitment in the workforce

| | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree | Missing or Do not Know |
|--------|-------------------|----------|---------|-------|----------------|------------------------|
| All VA | 10% | 11% | 22% | 29% | 26% | 3% |
| NCA | 9% | 10% | 18% | 30% | 31% | 1% |
| VACO | 7% | 10% | 19% | 30% | 31% | 2% |
| VBA | 9% | 12% | 22% | 30% | 25% | 2% |
| VHA | 10% | 11% | 22% | 29% | 26% | 3% |

2021 VA All Employee Survey Responses for Items from the OPM Federal Employee Viewpoint Survey

Survey Item=My organization's senior leaders maintain high standards of honesty and integrity

| | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree | Missing or Do not Know |
|--------|--------------------------|-----------------|----------------|--------------|-----------------------|-------------------------------|
| All VA | 8% | 7% | 21% | 30% | 30% | 4% |
| NCA | 8% | 6% | 18% | 30% | 36% | 2% |
| VACO | 6% | 6% | 17% | 29% | 37% | 5% |
| VBA | 7% | 6% | 21% | 32% | 30% | 5% |
| VHA | 8% | 7% | 21% | 30% | 29% | 4% |

Survey Item=Managers communicate the goals of the organization

| | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree | Missing or Do not Know |
|--------|--------------------------|-----------------|----------------|--------------|-----------------------|-------------------------------|
| All VA | 6% | 6% | 17% | 38% | 31% | 2% |
| NCA | 4% | 5% | 14% | 37% | 38% | 1% |
| VACO | 4% | 6% | 14% | 38% | 38% | 1% |
| VBA | 4% | 5% | 14% | 42% | 34% | 1% |
| VHA | 6% | 7% | 17% | 38% | 31% | 2% |

Survey Item=Workgroups collaborate to accomplish shared objectives

| | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree | Missing or Do not Know |
|--------|--------------------------|-----------------|----------------|--------------|-----------------------|-------------------------------|
| All VA | 5% | 7% | 20% | 36% | 28% | 4% |
| NCA | 5% | 6% | 17% | 37% | 34% | 2% |
| VACO | 3% | 6% | 16% | 37% | 35% | 3% |
| VBA | 4% | 6% | 19% | 38% | 28% | 5% |
| VHA | 5% | 7% | 20% | 36% | 27% | 4% |

2021 VA All Employee Survey Responses for Items from the OPM Federal Employee Viewpoint Survey

Survey Item=Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?

| | Very Poor | Poor | Fair | Good | Very Good | Missing or Do not Know |
|--------|-----------|------|------|------|-----------|------------------------|
| All VA | 6% | 6% | 14% | 24% | 39% | 10% |
| NCA | 5% | 6% | 14% | 23% | 47% | 6% |
| VACO | 4% | 5% | 11% | 22% | 49% | 9% |
| VBA | 4% | 5% | 14% | 25% | 41% | 11% |
| VHA | 6% | 6% | 15% | 24% | 39% | 10% |

Survey Item=I have a high level of respect for my organization's senior leaders

| | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree | Missing or Do not Know |
|--------|-------------------|----------|---------|-------|----------------|------------------------|
| All VA | 8% | 7% | 21% | 31% | 31% | 3% |
| NCA | 8% | 6% | 18% | 31% | 36% | 1% |
| VACO | 6% | 6% | 18% | 30% | 37% | 2% |
| VBA | 7% | 7% | 21% | 32% | 31% | 2% |
| VHA | 8% | 7% | 21% | 31% | 30% | 3% |

Survey Item=How satisfied are you with your involvement in decisions that affect your work?

| | Very Dissatisfied | Dissatisfied | Neutral | Satisfied | Very Satisfied | Missing or Not Applicable |
|--------|-------------------|--------------|---------|-----------|----------------|---------------------------|
| All VA | 7% | 12% | 22% | 33% | 25% | 1% |
| NCA | 5% | 9% | 19% | 33% | 33% | 1% |
| VACO | 5% | 10% | 18% | 35% | 31% | 1% |
| VBA | 8% | 14% | 25% | 31% | 20% | 2% |
| VHA | 7% | 12% | 22% | 33% | 25% | 1% |

2021 VA All Employee Survey Responses for Items from the OPM Federal Employee Viewpoint Survey

Survey Item=How satisfied are you with the information you receive from management on what's going on in your organization?

| | Very Dissatisfied | Dissatisfied | Neutral | Satisfied | Very Satisfied | Missing or Not Applicable |
|--------|--------------------------|---------------------|----------------|------------------|-----------------------|----------------------------------|
| All VA | 6% | 11% | 21% | 35% | 26% | 1% |
| NCA | 5% | 8% | 18% | 36% | 34% | 1% |
| VACO | 5% | 9% | 18% | 36% | 31% | 1% |
| VBA | 6% | 10% | 22% | 37% | 24% | 1% |
| VHA | 7% | 11% | 22% | 35% | 25% | 1% |

Survey Item=How satisfied are you with the recognition you receive for doing a good job?

| | Very Dissatisfied | Dissatisfied | Neutral | Satisfied | Very Satisfied | Missing or Not Applicable |
|--------|--------------------------|---------------------|----------------|------------------|-----------------------|----------------------------------|
| All VA | 8% | 10% | 22% | 32% | 27% | 2% |
| NCA | 7% | 8% | 18% | 33% | 32% | 1% |
| VACO | 6% | 7% | 18% | 33% | 34% | 1% |
| VBA | 7% | 10% | 24% | 34% | 24% | 2% |
| VHA | 9% | 11% | 22% | 31% | 27% | 2% |

Survey Item=Considering everything, how satisfied are you with your job?

| | Very Dissatisfied | Dissatisfied | Neutral | Satisfied | Very Satisfied | Missing or Not Applicable |
|--------|--------------------------|---------------------|----------------|------------------|-----------------------|----------------------------------|
| All VA | 5% | 7% | 17% | 37% | 34% | 1% |
| NCA | 4% | 5% | 14% | 33% | 43% | 1% |
| VACO | 4% | 6% | 13% | 36% | 40% | 1% |
| VBA | 5% | 8% | 17% | 37% | 31% | 1% |
| VHA | 5% | 7% | 17% | 37% | 34% | 1% |

2021 VA All Employee Survey Responses for Items from the OPM Federal Employee Viewpoint Survey

Survey Item=Considering everything, how satisfied are you with your organization?

| | Very Dissatisfied | Dissatisfied | Neutral | Satisfied | Very Satisfied | Missing or Not Applicable |
|--------|--------------------------|---------------------|----------------|------------------|-----------------------|----------------------------------|
| All VA | 5% | 8% | 19% | 37% | 29% | 1% |
| NCA | 5% | 6% | 15% | 35% | 37% | 1% |
| VACO | 5% | 6% | 16% | 37% | 35% | 1% |
| VBA | 6% | 9% | 19% | 38% | 27% | 1% |
| VHA | 5% | 8% | 20% | 37% | 28% | 1% |

Survey Item=My workload is reasonable

| | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree | Missing or Do not Know |
|--------|--------------------------|-----------------|----------------|--------------|-----------------------|-------------------------------|
| All VA | 8% | 11% | 16% | 37% | 27% | 1% |
| NCA | 8% | 11% | 16% | 34% | 30% | 1% |
| VACO | 7% | 10% | 14% | 37% | 31% | 1% |
| VBA | 11% | 15% | 18% | 33% | 22% | 1% |
| VHA | 8% | 11% | 15% | 37% | 27% | 1% |

Survey Item=I recommend my organization as a good place to work

| | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree | Missing or Do not Know |
|--------|--------------------------|-----------------|----------------|--------------|-----------------------|-------------------------------|
| All VA | 5% | 5% | 16% | 35% | 37% | 2% |
| NCA | 5% | 5% | 14% | 31% | 44% | 1% |
| VACO | 5% | 5% | 14% | 32% | 43% | 2% |
| VBA | 6% | 7% | 18% | 35% | 33% | 2% |
| VHA | 5% | 5% | 17% | 35% | 37% | 2% |

2021 VA All Employee Survey Responses for Items from the OPM Federal Employee Viewpoint Survey

Survey Item=I am given a real opportunity to improve my skills in my organization

| | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree | Missing or Do not Know |
|--------|--------------------------|-----------------|----------------|--------------|-----------------------|-------------------------------|
| All VA | 6% | 9% | 18% | 36% | 31% | 1% |
| NCA | 5% | 8% | 14% | 35% | 37% | 1% |
| VACO | 4% | 6% | 13% | 36% | 40% | 1% |
| VBA | 5% | 9% | 19% | 37% | 29% | 1% |
| VHA | 6% | 9% | 18% | 36% | 30% | 1% |

Survey Item=My supervisor supports my need to balance work and other life issues

| | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree | Missing or Do not Know |
|--------|--------------------------|-----------------|----------------|--------------|-----------------------|-------------------------------|
| All VA | 5% | 4% | 11% | 29% | 49% | 2% |
| NCA | 4% | 4% | 10% | 30% | 50% | 1% |
| VACO | 3% | 3% | 8% | 26% | 59% | 1% |
| VBA | 3% | 2% | 9% | 30% | 54% | 2% |
| VHA | 5% | 4% | 11% | 29% | 48% | 2% |

Survey Item=In my work unit, differences in performance are recognized in a meaningful way

| | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree | Missing or Do not Know |
|--------|--------------------------|-----------------|----------------|--------------|-----------------------|-------------------------------|
| All VA | 8% | 12% | 21% | 30% | 24% | 4% |
| NCA | 8% | 10% | 21% | 31% | 27% | 3% |
| VACO | 6% | 10% | 19% | 30% | 30% | 6% |
| VBA | 7% | 11% | 23% | 30% | 23% | 7% |
| VHA | 9% | 13% | 21% | 30% | 24% | 4% |